Australasian College of Paramedicine®

ANNUAL REPORT
PŪRONGA Ā TAU
2025-2026

Australasian College of Paramedicine Ltd
Annual Report

Published by
Australasian College of Paramedicine
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ABN 39 636 832 061

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The College acknowledges Aboriginal and Torres Strait Islander peoples as the traditional custodians of the land and sea in which we live and work, we recognise their continuing connection to land, sea and culture and pay our respects to Elders past, present and future. We recognise the unique role of Māori as Tangata Whenua and embrace Te Tiriti o Waitangi, recognising Māori as tino rangatiratanga of Aotearoa New Zealand while supporting the guiding principles of Te Tiriti - Tino rangatiratanga, Equality, Active protection, Options, and Partnership.

CONTENTS

About the College 4
Chair's Report 6
CEO's Report 7
Strategic Pillars: Lead 8
Strategic Pillars: Engage 10
Strategic Pillars: Inspire 12
Inspire & Engage at a Glance 14
Strategic Pillars: Enhance 16
Paramedicine Journal 18
Committees, Working Groups and Reps 20
Collaborators 21
Board of Directors 22
Financial Report 24

ABOUT THE AUSTRALASIAN COLLEGE OF PARAMEDICINE

The Australasian College of Paramedicine (the College) is the peak professional body representing paramedics and student paramedics across Australia and Aotearoa New Zealand since 1973. We empower paramedics to deliver exceptional, person-centred care through leadership, education, research, and advocacy.

Paramedics play a vital and evolving role in the provision of high-quality health care. In addition to emergency response, paramedics are increasingly embedded in primary and urgent care, community health, industrial and private sectors, humanitarian missions, and innovative team-based care models that improve health outcomes across Australasia.

The College is future-focused, committed to advancing sustainable, person-centred care through sound policy, legislation, and models of care that enable paramedics to work to the full extent of their capabilities. Our diverse membership includes clinicians, leaders, students, academics, researchers and volunteers, forming a vibrant, inclusive community dedicated to excellence in paramedicine.



2024-2028 Strategic Plan | Mahere Rautaki

In 2024, the College launched its 2024-2028 Strategic Plan | Mahere Rautaki, Evolution, which presents a vision that encapsulates the College's commitment to advancing the field of paramedicine for the betterment of our communities.

Our Vision | Moemoeā

Lead the evolution of paramedicine to improve health outcomes for our communities.

Our vision is an ambitious call-to-action, challenging us to be at the forefront of change and innovation in paramedicine. It reflects our unwavering dedication to driving positive health outcomes and ensuring the wellbeing of the communities we serve. As leaders, it is our responsibility to navigate the evolving landscape of healthcare and pave the way for paramedicine to make a lasting impact.

Our Purpose | Kaupapa

Engage the profession, drive excellence, advance paramedicine.

Our purpose encapsulates the core principles that define our existence – engagement, excellence, and advancement. By actively engaging paramedics, students, and the broader profession, we seek to foster a sense of unity and collaboration. Through the pursuit of excellence, we strive to set new standards for paramedicine, constantly pushing boundaries to enhance the quality of care we provide. As we advance paramedicine, we contribute to the overall improvement of healthcare systems and outcomes.

Our Values | Whanonga pono

Values: Collaboration, Compassion, Inclusion, Integrity, Respect

At the heart of the College lie the values that guide our actions and decisions. We are committed to fostering a collaborative environment where the collective wisdom of our members propels us forward. Compassion underscores every interaction, and inclusion ensures that diversity is celebrated, and every voice is heard. Integrity is our bedrock, and respect is the cornerstone of our relationships; with each other and with the communities we serve.

We Collaborate:
We work together, sharing and fostering information and ideas, to achieve our objectives.

We are Compassionate:
We provide a culture of care where we listen to, acknowledge, and support each other.

We are Inclusive:
We welcome, include, value, and engage equitably with all people and ideas.

We act with Integrity:
We engage openly and honestly, take appropriate action, and own our outcomes.

We are Respectful:
We recognise our diversity and value each other's perspective and contribution.

MEMBERSHIP

Jurisdiction	Members
NSW	1,924
VIC	1,176
QLD	1,627
SA	601
WA	584
TAS	376
ACT	105
NT	79
AoNZ	773
International	29
Total	7,272

Members
7,272

Total events
47

eLearning enrolments
11,476

Recording enrolments
9,386

Event attendances
2,249

Email campaigns sent
223

Podcast listens
8,241

Education grants awarded
43

SOCIAL MEDIA FOLLOWERS:

14,000	4,000	9,500



CHAIR'S REPORT

Ryan Lovett

I am pleased to present the Chair's Report for the Australasian College of Paramedicine's 2025-2026 Annual Report. If last year was one of consolidation, this year has been one of definition: working with the profession to set out what paramedicine should become, and what it will take to get there.

The most significant of that work is the Vision for Paramedicine. Released in draft for consultation, the Vision sets a shared direction for the profession from 2026 to 2031, spanning policy, education, regulation and system development. Consultation with members, stakeholders, consumers and service providers across Australia and Aotearoa New Zealand has been extensive and is continuing. A vision developed in isolation would carry little weight; one built through this breadth of engagement gives the profession something with credibility that becomes a genuine tool to inform our future efforts.

Alongside the Vision, the College released the first version of the Australasian Clinical Practice Framework for Paramedicine, and worked with Standards Australia to prepare a gap analysis identifying priority areas for future standards development. Together with our representation on standards reviews and our participation in the Te Kaunihera Manapou | Paramedic Council Interdisciplinary Working Group, this is the quieter architecture of professional recognition; a foundational piece of work that also sets us up to iterate and evolve positions.

Paramedic prescribing has been a defining advocacy priority. The College established working groups in both Australia and Aotearoa New Zealand to advance prescribing rights, recognising that the regulatory pathway differs in each country and that the case must be made on its own merits in each process, considering local health, community and practitioner expectations. We also continued to press for the appointment of a Chief Paramedic Officer in every Australian state and territory, and for the fuller recognition of paramedics across primary and urgent care.

That recognition is beginning to take practical form. Paramedics are now bringing their clinical experience into Medicare Urgent Care Clinics, progress continues towards advanced practice recognition through paramedic endorsement, and the case for a broader paramedic role in the health system is increasingly being made by others as well as by us. During the year, the College prepared 25 consultation responses and submissions to governments, regulators, accreditation bodies and professional authorities, and participated in more than 50 strategic meetings, working groups and advisory forums.

I also want to note the positive change in standing of *Paramedicine*, our peer-reviewed journal. Its achievement of a Q1 Scimago ranking, placing it in the first quartile of journals in the field, and its acceptance for indexing in the Directory of Open Access Journals, are significant markers of the discipline's maturity. The profession's evidence base is now being built in a forum of genuine international standing.

The Board saw change during the year. We farewelled Simone Haigh in November 2025 after six years as a Director, and I thank her for her service, her advocacy and her unwavering commitment to paramedic wellbeing. We welcomed Dr Kathryn Eastwood, whose research and resuscitation expertise strengthens the Board's clinical depth, and Professor Paul Simpson took up the role of Vice Chair and Chair-elect.

The work ahead is substantial. The third and final Australasian Paramedicine Workforce Survey Report, prepared with Western Sydney University, Edith Cowan University and Auckland University of Technology, will give us a third data point in what is becoming the profession's most important workforce evidence base. Our advocacy on prescribing and Chief Paramedic Officers continues.

This is my final report to members. I complete my term as a Director and as Chair at the Annual General Meeting in November, after seven years on the Board and six as Chair. It has been a privilege. When I took on the role, much of what the College now does as a matter of course - appearing before government reviews, commissioning and publishing workforce research, setting practice frameworks, holding a seat at the table where health workforce policy is made - was ambition rather than practice. That shift is the work of a great many people, and I am proud to have played a part in it.

None of this happens without people. My thanks to John Bruning and the College team, who deliver a remarkable amount with a small staff; to my fellow Directors for their counsel and their time; and above all to the members who serve on committees, working groups and as ambassadors. The College is what its members make it.

Professor Paul Simpson will take up the role of Chair after the AGM. Paul brings a unique combination to the position: a clinician who has practised for three decades, an academic who has helped shape paramedicine research internationally, and a director who has served this Board with real rigour. He understands both where the profession has come from and what it still has to prove. He will do an excellent job, and he will have my full support.

I commend the 2026 Annual Report to you.

Ryan Lovett
Chair



CEO'S REPORT

John Bruning

It is with pleasure that I present the CEO's Report for the College's 2025-2026 Annual Report. This has been a year of building: rebuilding our education programs, rebuilding our digital platforms, and laying the foundations for how the College will serve members over the next decade. Much of it happened behind the scenes, and much of it will be visible to members only in the year ahead.

Membership grew to 7,272, up from 7,094, acknowledging the value of College education, programs, advocacy and professional connection in a time of cost-of-living pressures. Those same pressures, together with staffing transitions through the year, affected ticket sales, sponsorship and travel to regional events. We responded with flexible registration options and a sharper focus on quality over volume, and the College finished the year with a surplus of $72,809 and a strengthened balance sheet.

Our professional development calendar remained consistent and broad. We delivered 18 College webinars with an increased emphasis on content-expert presenters, 10 premium face-to-face events including clinical workshops, symposiums and CPD dinners, and a further 19 events in collaboration with partner organisations, universities and ambulance services. Our state and regional member committees were central to planning and delivering this program.

Three conferences anchored the year. ACPIC25 in Brisbane, themed 'Foundations to Future: Advancing Paramedicine', drew 320 delegates to the main conference, 220 across the pre-conference student day and workshops, and 150 to the conference dinner. The inaugural Regional Paramedic Symposium in Port Macquarie was a deliberate attempt to take high-quality CPD beyond the capital cities, attracting 60 in-person attendees and a further 91 online. The Primary Care Conference in Canberra, themed 'Connected care: Paramedics at the heart of community health', brought 83 attendees together with senior government speakers from both countries. We also launched Kerbside Conversations, a podcast series recorded at ACPIC25, which has passed 2,000 downloads.

Our education portfolio was substantially reshaped. The Professional Practice Programs moved to a self-directed model supported by monthly live check-ins, and the Grad Start, Applied Practice and Consolidated Practice offerings were reviewed and redeveloped into two twelve-week programs, Grad Start and Continuing Clinical Practice. Both are underpinned by an expanded focus on case-based learning. The Preceptor Program was reimagined as a self-directed online program with core modules and tailored electives. We published eight new eLearning courses and five micro-learning modules and updated six existing courses with Aotearoa New Zealand contextualisation. eLearning enrolments reached 11,476, an increase of around 20 per cent, and the Professional Practice Programs recorded 244 enrolments and 512 module completions.

Our research programs continued to deepen. The Paramedic Research Mentoring Program supported 13 mentor-mentee pairs, and the Peer Review Mentoring Program welcomed 34 participants. Ten grants were awarded across two rounds, covering shift work and decision-making, bystander defibrillation, marine rescue incident mapping and mental health responses, and we endorsed eight external grant applications. A two-year Western Australian Suicide Prevention Grant has funded subsidised Mental Health First Aid training, with 43 participants accredited to date and every one of them saying they would recommend it.

On the digital front, we completed the rebuild of our website platform, including a dedicated education and CPD hub that delivers on a commitment made in last year's report. Work is well advanced on a new member relationship management platform, underpinned by a comprehensive restructure of our membership database into a single relational record for each member. We also improved payment infrastructure across both countries and strengthened our security posture. Thousands of members continue to use our CPD Tracker to log their professional development.

None of this is possible without the hundreds of members who volunteer their time and expertise. I am fortunate to be supported by a dedicated and wonderful team, and by a committed and collaborative Board.

This is Ryan Lovett's final year as Chair, and I want to record my thanks properly. Across six years as Chair, Ryan has led the College through a period of real change and progression for the College. For me personally, he has been a steady source of guidance and support, generous with his time and consistently clear about where the line sits between governance and management. The College is stronger for his stewardship, and I thank him for it. I look forward to working with Professor Paul Simpson as he takes up the Chair role.

John Bruning
CEO

STRATEGIC PILLARS

LEAD:
LEAD AND INFLUENCE CHANGE FOR PARAMEDICINE

The College's Advocacy Team continues to champion recognition, reform, and representation for the paramedicine profession at the highest levels of government and healthcare, building relationships across governments, regulators, universities, and health sector peak bodies to influence policy and strengthen the profession's long-term sustainability.

Key advocacy priorities included the continued push for Chief Paramedic Officers in every Australian state and territory, advocacy for paramedic prescribing rights in both Australia and Aotearoa New Zealand, and greater recognition of paramedics across primary and urgent care settings.

Through representation on standards reviews, participation in the Te Kaunihera Manapou | Paramedic Council Interdisciplinary Working Group (Rōpū), and ongoing engagement with government, regulators and sector leaders, the College helped shape national discussions on paramedic prescribing, professional standards, and workforce development. These relationships spanned health ministers and government departments, regulators including Ahpra and Te Kaunihera Manapou | Paramedic Council, universities and research institutions, health sector peak bodies, and standards organisations, reflecting the profession's growing recognition as a key contributor to contemporary healthcare delivery.

The College released the Australasian Clinical Practice Framework for Paramedicine v.1, and progressed development of the draft Vision for Paramedicine, a shared future direction for the profession guiding policy, education, regulation, and system development from 2026–2031. Extensive consultation with members, stakeholders, consumers, and service providers across Australia and Aotearoa New Zealand is due to conclude in the latter half of 2026 and will inform an implementation plan for the Vision.

The second Australasian Paramedicine Workforce Survey Report was released at ACPIC25. Developed in collaboration with Western Sydney University, Edith Cowan University and Auckland University of Technology, the report forms part of a three-year research program and provides a unique and highly valuable dataset on the Australasian paramedicine workforce, supporting advocacy, workforce planning and policy development across the profession.

The College also collaborated with Standards Australia to prepare a gap analysis report identifying priority areas for possible future standards development across Australia. On paramedic prescribing, the College established two working groups to advocate for prescribing rights for paramedics in both Australia and Aotearoa New Zealand.

The profession continued to make important progress towards greater recognition within the health systems of Australia and Aotearoa New Zealand, including ongoing work to establish prescribing rights in Aotearoa New Zealand, growing support for a broader paramedic role within Australia's health system, and continued progress towards advanced practice recognition through paramedic endorsement. The increasing integration of paramedics into urgent and primary care settings further demonstrates the profession's evolving contribution to healthcare delivery, exemplified by paramedics now bringing their experience and insight to new roles in Medicare Urgent Care Clinics, including Bankstown, New South Wales.

During the reporting period, the College prepared 25 consultation responses or submissions to governments, regulators, accreditation bodies and professional authorities, and participated in more than 50 strategic meetings, working groups and advisory forums.



HEALTH SECTOR ENGAGEMENT

Primary Care Conference (PCC26)

The College's biennial Primary Care Conference was held in Canberra in May, bringing together paramedics from across Australasia for two days of learning, collaboration and professional development. PCC26 featured an impressive line-up of government speakers offering system-wide perspectives on the recognition and utilisation of paramedicine within modern healthcare, including Anita Hobson Powell, Chief Allied Health Officer at the Australian Government Department of Health, Disability and Ageing; Dr Martin Chadwick, Chief Allied Health Professions Officer at New Zealand's Ministry of Health (Manatū Hauora); and Lindsey Bailie, Director of the Primary Care and Workforce Reviews Taskforce within the Australian Government.

Successful Primary Care Conference highlights the future of paramedicine





Above left to right: John Bruning, College CEO, Anita Hobson Powell, Chief Allied Health Officer, Department of Health, Disability and Ageing and Lindsey Bailie, Director of the Primary Care and Workforce Reviews Taskforce, Australian Government.

Right: Dan Spearing, Senior Project Manager, Royal Flying Doctor Service

Informa Urgent Care Clinics Conference

The College was represented at the Informa Urgent Care Clinics Conference in Sydney by Chair Ryan Lovett and CEO John Bruning. Ryan Lovett advocated for the critical role of paramedics in urgent care, highlighting their value, clinical capability, and integration within multidisciplinary teams.



COLLEGE IN THE MEDIA

12 May 2026

College CEO joins open letter calling for stronger medical research investment

College CEO, John Bruning, is one of more than 400 signatories to a second open letter urging the Australian Government to strengthen investment in health and medical research.

WORKFORCE SURVEY



VIEW REPORT

ADVOCACY BY THE NUMBERS

25
Submissions / responses

Over 50
Meetings with stakeholders

STRATEGIC PILLARS

ENGAGE:
ENGAGE AND CONNECT PARAMEDICS, STUDENTS, AND THE PROFESSION TO THE COLLEGE

The College's engagement continues to expand across Australasia combining live events, digital communications, and grassroots community connection to reach paramedics wherever they practise. Whether through a regional workshop, a national conference, or a webinar delivered to your home, the goal remained the same: making sure professional development, connection, and support were within reach at every career stage.

The College's calendar of continuing professional development (CPD) activity remained strong throughout the year, with 18 College webinars delivered with an increased emphasis on content-expert presenters, alongside 10 premium face-to-face events across regions, including clinical workshops, conferences, presentations, symposiums, and CPD dinners. A further 19 events were delivered in collaboration with partner organisations, universities, and ambulance services, with state and regional member committees and working groups playing an essential role in CPD planning and delivery throughout the year.

Three major conferences anchored the College's events calendar this year. ACPIC25, held in Brisbane from 10–12 September 2025 under the theme *"Foundations to Future: Advancing Paramedicine,"* drew strong attendance across all three days, with 320 delegates at the main conference, 220 across the pre-conference program that included the student day and hands-on workshops, and 150 attending the conference dinner. The program featured 19 research presentations, 31 other sessions, and 36 research posters, with six of nine workshops reaching capacity. A revised two-room format improved flow and audience engagement, and the event was supported by 14 sponsors and exhibitors who reported valuable engagement with attendees throughout.

The inaugural Regional Paramedic Symposium, held on 20–21 November 2025 in Port Macquarie at Charles Sturt University, marked a new addition to the College's calendar — a two-day event dedicated to advancing clinical skills and knowledge outside the capital cities. Day one combined a half-day of workshops with a social event at a local waterfront venue, drawing 60 in-person attendees, while day two offered a full conference day in person and online, adding a further 91 online registrations. Given its strong reception, this model will continue as the event moves around Australia each year.

The Primary Care Conference, held on 21–22 May in Canberra under the theme *"Connected care: Paramedics at the heart of community health,"* explored how paramedics can drive integrated models of care and build stronger links across primary and community health settings, attracting 83 in-person attendees.

Across all three events, feedback consistently highlighted strong engagement and a well-received program mix, with attendees praising the quality of speakers, the practical value of workshops, and the calibre of clinical and governance content on offer.

To extend the reach of these events beyond the room, the College launched Kerbside Conversations at ACPIC25 — a new podcast series featuring short, candid interviews with conference presenters and attendees on topics spanning rural and remote practice, the student-to-graduate transition, senior leadership, and community paramedicine. The series has already achieved more than 2,000 downloads, reflecting strong member appetite for accessible, practitioner-led content.



2000+ downloads



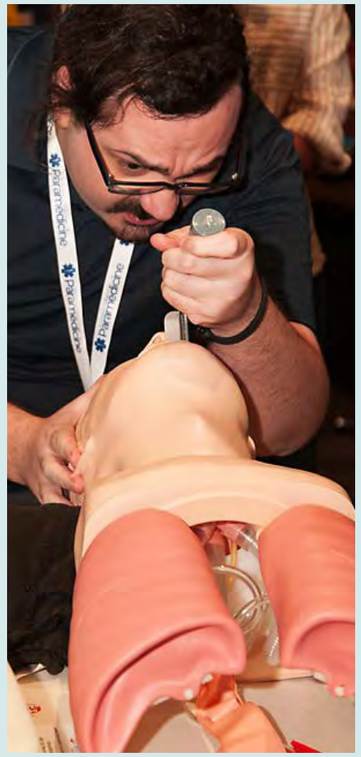
Member committees and volunteers remained central to the College's engagement work throughout the year, contributing to consultations, clinical CPD sessions, and advocacy within their jurisdictions. One Queensland committee member reflected "as a committee member, I've been able to help contribute to consultations, provide feedback on legislative changes and participate in discussions on how we advance our place in healthcare." The College also broadened its presence at jurisdictional service inductions to connect with paramedics entering the profession, and launched *Frontline Foodie*, a new member benefit developed in partnership with Steph de Sousa offering quick, nutritious recipes and wellness tips tailored to shift work.

The College's marketing and communications activities played a vital role in engaging members and strengthening connections across the profession. Through *The Pulse, Rapid Response,* social media, and other digital channels, members remained informed about College initiatives, events, education, publications, and advocacy activities.

The introduction of dedicated Australian and Aotearoa New Zealand editions of The Pulse further enhanced the relevance and effectiveness of member communications.

The College responded to a challenging economic environment with flexible registration options, prioritised high-quality presenters and engagement over volume, and broadened its promotional reach to maintain visibility and attendance. Looking ahead, the College will deliver ACPIC26 in Adelaide from 15–18 September 2026 under the theme *"From Concept to Care"* — extending to a four-day event for the first time as the Research Symposium is incorporated into the main program — alongside the Red Dirt Resus Conference in Darwin in November and a series of new initiatives to deepen engagement with students and early-career paramedics.

Each activity over the past year has played its part in strengthening connection across the profession, ensuring paramedics at every career stage and in every corner of Australasia have a reason to stay engaged with their College.



WHAT ATTENDEES SAID

"There was a great range of speakers and topics. I found the talks valuable, applicable to practice and offering changes to the way I practise."

ACPIC25 attendee

"The workshops were very interactive and gave the opportunity to practise the skills being taught."

Regional Paramedic Symposium attendee

"Excellent mix of clinical and governance content that provided interesting skills workshops but also educated on issues around legislation and ongoing background work."

PCC26 attendee

STRATEGIC PILLARS

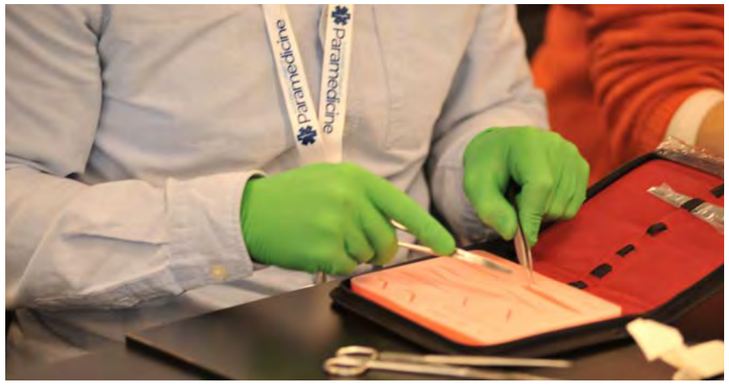
INSPIRE:
INSPIRE AND LEAD EXCELLENCE IN PARAMEDICINE

In the 2025–2026 financial year, the College continued to inspire excellence across the profession through its education and research programs, each designed to meet paramedics wherever they are in their career. These initiatives reflect the College's commitment to building capability, fostering innovation, and delivering meaningful impact to lift professional and clinical practice across the paramedicine community.

This year, the Education Team reshaped how paramedics engage with the College's Professional Practice Programs, moving towards self-directed study modules supported by optional live engagement. All graduate program offerings now operate through this self-directed model, complemented by monthly live check-ins that maintain connection and a sense of learning community. Engagement remained strong across these programs, with 244 program enrolments and 512 individual module completions recorded through the year.

While the Pre-employment Program remains largely unchanged, a major body of work this year was the comprehensive review of the Grad Start, Applied Practice, and Consolidated Practice offerings. Redeveloped into two twelve-week programs, Grad Start and Continuing Clinical Practice can be undertaken as standalone, simultaneously, or in a linear sequence. Underpinning both is an expanded focus on case-based learning (CBL), which presents realistic clinical scenarios in a storytelling format to build critical thinking, problem-solving, and reflective practice through shared dialogue rather than traditional lecture-based instruction.

The Preceptor Program was also reimagined as a self-directed online program, with two mandatory core modules followed by electives participants can tailor to their own knowledge and needs.



The College's eLearning portfolio continued to grow, with eight new courses and five microlearning modules published, and six existing courses updated with new content and Aotearoa New Zealand contextualisation. Total eLearning enrolments reached 11,476 this year, up from 9,554 the previous year — an increase of approximately 20% — with strong engagement from members and students alike. Feedback consistently highlighted the value of realistic, scenario-based learning, particularly in high-stakes, lower-frequency areas such as obstetric emergencies and mental health, with learners describing courses as practical, relevant, and directly applicable to the calls they find most demanding.

The College's research programs continued to strengthen the profession's evidence base and foster collaboration across the research community. The Paramedic Research Mentoring Program supported 13 mentor-mentee pairs, with nine completing the full nine-month program, while the Peer Review Mentoring Program welcomed 34 participants into structured training in academic peer review.

Two annual research grant rounds supported both early-career and established researchers, with five Research Impact Grants and five Research Support Grants awarded across topics spanning shift work and decision-making, bystander defibrillation, marine rescue incident mapping, and mental health responses. The College also endorsed eight external research grant applications from across Australia and Aotearoa New Zealand, and grew its Research Connect registry to 21 listed researchers.



The Talking Research podcast remains a key engagement tool, with its third series, Chapters of a Research Journey, attracting nearly 1,000 listens, and its fourth series, Research in Paramedic Primary Care, attracting more than 800. Research activity at ACPIC25 also grew, with 70 abstract submissions resulting in 19 oral presentations and 36 research posters, with awards recognising excellence across emerging and established researchers.

Strategic partnerships further amplified the College's research impact. A collaboration with the Australian Digital Health Agency and Monash University is exploring how paramedics use digital health technologies, while a two-year Western Australian Suicide Prevention Grant is funding subsidised Mental Health First Aid training for Western Australian paramedics and student paramedics. To date, 43 participants have been accredited across the program's workshops, with 100% of participants indicating they would recommend the course to others.

Looking ahead, the College will continue to inspire and advance the profession through a coordinated program of strategic and operational initiatives.

ACPIC25 Research winners:

Early Career Researcher:	Alessia Restiglian
Established Researcher:	Verity Todd
Poster Winner:	Katherine Allman
People's Choice:	Kirsty Reekers
Research Plenary Award:	Eillish Satchell

RESEARCH IMPACT GRANTS

Laura Hirello	Exploring the impact of shift work and sleepiness on paramedic decision making
Verity Todd	Underuse of bystander defibrillation on females during out-of-hospital cardiac arrest
Derek Collings-Hughes	MARINE: Mapping and Analysing Rescue Incidents and Notable Events attended by the Marine Rescue Service in Western Australia
Alice Svikers	Little learners, big lessons: A pre-post evaluation of collaborative learning outcomes across paramedic students, families, and kindergarten educators.
Malusi Mtetwa	Exploring the provision of suicidality management by the Emergency Care (EC) providers in South Africa



RESEARCH SUPPORT GRANTS

Scott Stewart (ECR grant)	Pilot assessment of the validity and usability of the Australian Paramedic Professional Capability Assessment Tool (APPCAT) for paramedicine students and supervisors during work-integrated learning.
Gabby Harding (HDR grant)	Addressing equity, data and strategies for ambulance-based mental health responses.
Ekaterina Puzanova (HDR grant)	Clinical and self-reported outcomes of paramedic-delivered care for adult consumers experiencing acute mental-health presentations.
Louis Cooke (HDR grant)	Domestic and family violence victim-survivors' experiences of paramedic care: a phenomenological study.
Farren McGregor-Smyth (HDR grant)	Decolonising paramedicine in Aotearoa New Zealand through the Implementing Te Manawaroa First Responders (TM-FRs) pilot initiative.

INSPIRE & ENGAGE

AT A GLANCE

10,000 + USERS CPD TRACKER

1M WEBSITE VISITS

2.7M TOTAL WEBSITE EVENTS

223 EMAIL CAMPAIGNS

980K EMAIL RECIPIENTS

11,476 PARTICIPANTS IN eLEARNING

CONFERENCE ATTENDEES

ACPIC BRISBANE 2025 — **320+**

PRIMARY CARE CONFERENCE — **120+**

REGIONAL PARAMEDIC SYMPOSIUM — **140+**

PODCAST TALKING RESEARCH — **1,800+ listens**

8 new eLearning courses released

5 microlearning modules released

70 ACPIC25 Abstract submissions

27 Education Grants awarded

20% Increase in eLearning enrolments

13 **mentor/mentee pairs** Paramedic Research Mentoring Program

34 **participants** Peer Review Mentoring Program

19 Oral presentations

36 Posters

5 Impact Research Grants awarded

Awards recognising excellence across emerging and established researchers

STRATEGIC PILLARS

ENHANCE:
ENHANCE MEMBER EXPERIENCE OF THE COLLEGE

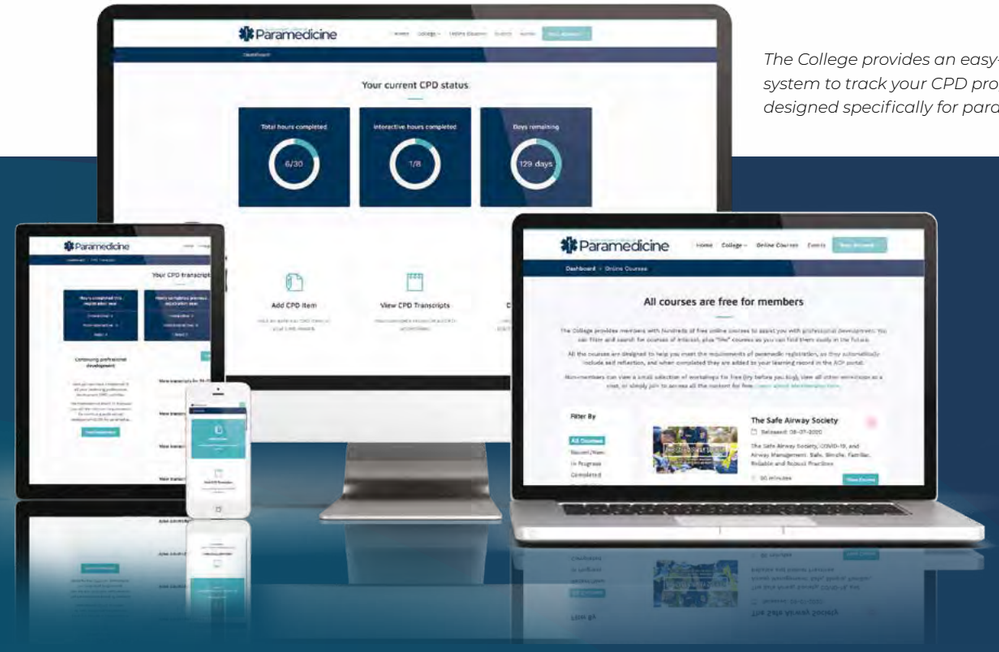
The 2025–2026 financial year marked the point at which our digital ambitions moved from strengthening foundations to actively building the future. Under the Enhance pillar of our Strategic Plan (to grow digital capability, improve user experience, and deliver more personalised member services and connections) we launched a multi-year digital transformation roadmap to guide this work. Anchored by a clear vision to deliver world-class member experiences through digital excellence and operational capability, the roadmap gives us a deliberate, staged path towards being the career partner paramedics rely on at every stage of their professional lives.

The foundational project of that roadmap is the implementation of a new customer relationship management (CRM) platform. While this build is ongoing with launch planned for the 2026–2027 financial year, the foundations laid this year are substantial. Underpinning the CRM is a comprehensive restructure of our membership database into a single, relational record for each member, giving us a unified view of each member's journey with the College. This is the foundation that will ultimately enable the personalised services, tailored communications, and seamless self-service experiences our members increasingly expect. Alongside it, we made improvements to our payment infrastructure across Australia and Aotearoa New Zealand to make renewals, event registrations, and transactions simpler and more reliable.



A major milestone this year was the completion of our website platform rebuild, building directly on the codebase modernisation that began in 2024–2025. A central feature of the new site is a dedicated education and CPD hub: a more streamlined way for members to discover and access College learning, resources, and professional development in one place, delivering on a commitment we made in last year's report. Robust user acceptance testing and structured feedback processes were embedded throughout, ensuring the new experience was shaped by the people who use it.

Protecting our members' data and their trust remained a priority. We strengthened our security posture across the year, tightening mobile device protection policies for staff, our developer and vendor governance, and proactively monitoring for and investigating unusual account activity. These measures may be invisible to members day to day, but they are fundamental to delivering the reliable, secure, and future-ready services our members deserve.



The College provides an easy-to-use system to track your CPD progress online, designed specifically for paramedics.

The CPD Tracker and Development Plan facility continued to be one of our most valued tools, supporting members in meeting their Ahpra and Te Kaunihera Manapou | Paramedic Council registration requirements. Once again, over 10,000 users logged their professional development in the tracker this year, underscoring how central it has become to members' continuing professional development and best-practice self-reflection.

Our digital communications again played a vital role in keeping members informed, engaged, and connected. During the year, 223 email campaigns generated 982,699 email deliveries across member and stakeholder audiences, while *The Pulse* and ***Rapid Response*** maintained strong engagement, with average open rates of around 38% and peaks exceeding 50%.

The College website recorded 294,500 homepage visits and 2.7 million website events, confirming that our digital ecosystem remains central to how the profession engages with the College.

This year we also began laying the groundwork to work in smarter, more responsive ways. We invested in building our operational and AI capability, developing the internal frameworks, governance, and staff skills that allow the efficiencies we gain internally to translate into faster, more personalised, and more valuable experiences for members. This operational capability sits at the heart of our transformation vision and will increasingly shape what we are able to offer.

Looking ahead to 2026–2027, our focus will turn to bringing these foundations to life. As we bring our new CRM live, supported by the restructured database now in place, we will move towards personalised member dashboards and communications, launch an online community designed to connect members with one another, and continue to mature our data and analytics so that both decisions and member experiences become increasingly tailored and informed.

The Enhance pillar has never been just about technology; it is about creating meaningful, member-centric experiences. Much of this year's work was foundational and behind the scenes, but it positions us to deliver visible, tangible value to members in the year ahead. By investing in our digital and operational capability today, we are building a College that evolves with our members' needs and continues to deliver value well into the future.

PARAMEDICINE JOURNAL

Over the past 12 months, *Paramedicine*, the official peer-reviewed journal of the Australasian College of Paramedicine and Paramedic Chiefs of Canada, has continued to progress in alignment with its vision and mission, guided by a new editorial board spanning five regions and 12 countries.

OUR FOUR STRATEGIC PILLARS

- Stewardship
- Translation
- Quality
- Connection

VISION:

Paramedicine as a discipline advanced and transformed through high-quality research dissemination and discourse.

MISSION:

To deliver excellence in paramedicine through an international research forum that inspires robust discussion, enables research translation, encourages innovative thinking and informs leadership.

37 DAYS average time from submission to first decision



A major highlight this year was the journal's achievement of a Q1 ranking with Scimago, placing it in the first quartile of all journals in the EMS field and signalling continued high quality and encouraging further high-calibre submissions. The journal was also accepted for indexing in the Directory of Open Access Journals, with an expanded indexing strategy continuing to be pursued to ensure its publications remain widely accessible.

The journal's leadership transitioned this year, with Professor Paul Simpson stepping down as Editor-in-Chief in June 2026 after leading the journal's growth in recent years. Adjunct Associate Professor Alan Batt (Canada) has taken on the role of interim Editor-in-Chief, continuing to steer the journal's direction. The journal also welcomed Dr Robin Pap as acting Deputy Editor, promoted from his previous role as Associate Editor, joining an established team of Deputy Editors: Professor Elizabeth Donnelly (Canada), Professor Veronica Lindström (Sweden), Associate Professor Walter Tavares (Canada), and Dr Georgette Eaton (UK).

The journal continued to strengthen its network of associates and partners, including the Paramedic Chiefs of Canada, McNally Project for Paramedicine Research, Emergency Care Society of South Africa, The Irish Paramedicine Education and Research Network (IPERN), Council of Ambulance Authorities, and the Australasian Council of Paramedicine Deans.

In line with its ongoing commitment to quality and capacity building, the journal's Peer Review Mentoring Program commenced its fourth iteration, with 34 new participants. This program continues to strengthen peer review standards and foster a culture of scholarly excellence across the discipline. The editorial



leadership team also produced a series of scholarly editorials this year, drawing attention to key issues in paramedicine research and providing guidance to researchers on the journal's expectations, with topics including researching with Indigenous Peoples and rethinking innovation and reform in paramedicine.

The journal's performance metrics reflect its continued growth and influence, with 184 original submissions received and an acceptance rate of 26%. The average time from submission to first decision improved to 37 days, and accepted articles were published online within an average of 16 days, ensuring timely dissemination of research.

Paramedicine remains committed to the publication of high-quality research capable of impacting policy and practice, and to providing thoughtful stewardship of the discipline and profession.

184
original submissions

16 DAYS
average days from acceptance to publication

26%
acceptance rate

Official journal partners:

- Australasian College of Paramedicine
- Paramedic Chiefs of Canada

Journal Associates:

- Australasian Council of Paramedicine Deans (ACPD)
- Emergency Care Society of South Africa (ECSSA)
- McNally Project for Paramedicine Research
- The Council of Ambulance Authorities (CAA)
- The Irish Paramedicine Education and Research Network (IPERN)

The journal remains grateful to the College for its unwavering support and commitment to *Paramedicine's* vision and mission. The Interim Editor-in-Chief, Adjunct Associate Professor Alan Batt, would like to recognise the efforts of the Deputy Editors and Associate Editors, who collectively work to conduct the journal's business in a collegial and professional manner from all corners of the globe.

COMMITTEES, WORKING GROUPS AND REPS

MEMBER COMMITTEES

Aotearoa New Zealand:
Chair Farren McGregor-Smyth

NSW/ACT:
Chair Dylan Snape

Northern Territory:
Chair Curtis Cooper

Queensland:
Chair Jamie Rhodes-Bates

South Australia:
Chair Mel Alexander

Tasmania:
Vacant

Victoria:
Chair Scott Stewart

Western Australia:
Chair Damian Jolly

ADVISORY COMMITTEES

Research:
Chair Verity Todd

Student:
Chairs Annalise Orchard and Billinda Schipp

WORKING GROUPS

Clinical Practice Guidelines:
Chair Sonja Maria

Paramedics in Primary and Urgent Care:
Chair David McLeod

Paramedic Wellbeing:
David Dawson*

Women in Paramedicine:
Chair Alisha McFarlane

Australian Paramedicine Drugs and Poisons:
Chair Alan Eade

Aotearoa New Zealand Paramedicine Prescribing Authority Rōpū:
Chair Byron Williams

*It is with sadness that we acknowledge the passing of David Dawson in June 2026. His leadership and dedication will be deeply missed by his colleagues and the paramedicine profession.

EXTERNAL REPRESENTATIVES

Alan Eade
Ahpra Professions Reference Group

Mel Alexander
ANZ Hip Fracture Registry Steering Group

Kathryn Eastwood
Australian Resuscitation Council (ARC)

Kathryn Mason
ARC South Australia

Jason Belcher
ARC WA

Brad Mitchell
CAA Ambulance Education Committee

Amy Gomes
End of Life Law Clinicians Advisory Committee

Michelle Murphy
IMOC CP@clinic Advisory Group

RACGP Urgent and emergency presentations to primary care SIG

RACGP Working Group – Standards for Urgent Care Clinics

Belinda Flanagan
National Maternity Workforce Strategic Advisory Group

Jemma Altmeier
National Rural Health Alliance

Joshua Sherwood
NZ Rescuscitation Council (Primary Rep)

Hannah Latta
NZ Rescuscitation Council (Assoc Rep)

COLLABORATORS

UNIVERSITIES

SERVICES

BOARD OF DIRECTORS



RYAN LOVETT
FACPara, MSTJ

Qualifications: Diploma Paramedical Science, Associate Degree in Emergency Management, Executive Masters in Public Administration

Experience: ACP Director since October 2019, Chair since October 2020; Director and Vice Chair ACAP NSW 2005-2012, National Director ACAP 2006-2011; Director Skerric, Program Lead, Hospital to Community Integration Wellbeing SA; Executive Director Statewide Operational Service SA Ambulance Service; NSW Health Emergency Management Unit, Senior Manager NSW Ambulance

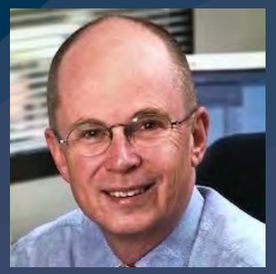
Special Responsibilities: Chair



KATHRYN EASTWOOD ASM ASSOC PROF, FACPara, CHIA, MAICD

Qualifications: BSc, BNurs, BParamedStud, Grad-CertHigherEd, MEmergHlth (MICA), PhD.

Experience: ACP Director since November 2025; Intensive Care Paramedic 2000 – present; Australasian College of Paramedicine Representative, Australian Resuscitation Council 2020 – present; Member, International Liaison Committee on Resuscitation (ILCOR) Education, Implementation and Teams Task Force 2020 – present; Senior Editor, Australasian Emergency Care journal 2026 – present; Research Fellow, Monash University 2017 – 2024; Deputy Editor, Paramedicine 2022 – 2025.



CLIVE ADDISON GAICD

Qualifications: Bachelor of Commerce, Graduate Australian Institute of Company Directors

Experience: ACP Director since July 2020; Key Pharmaceuticals Board Chair and Director 2021-2022; Migraine Australia, Director 2019-2020; Key Pharmaceuticals Interim CEO 2020 - February 2021, CEO/General Manager 2010-2018; Glaxo Smith Kline, Vice President and various roles, 1995-2009; Australian Self-medication Industry, Committee Member 1995-2000.



ANGUS ARMOUR FAICD, FFIN

Qualifications: Bachelor of Arts (Honours Economics), Master of Business Administration, Advanced Management Program Wharton, Graduate Australian Institute of Company Directors.

Experience: ACP Director since July 2022, and currently NED, European Australian Business Council; previously MD & CEO Australian Institute of Company Directors; NED, Committee for Economic Development of Australia; Principal Advisor, Innovation, Business Council of Australia; Deputy Secretary, NSW Department of Industry, Trade and Investment; MD & CEO, Export Finance & Insurance Corporation.

Special Responsibilities: Audit & Risk Committee Chair.



GABRIELLE FOLLETT AM GAICD

Qualifications: Bachelor of Science, Bachelor of Medical Science, Master of Arts in Strategy and Policy, Master of International Relations, Graduate Australian Institute of Company Directors.

Experience: ACP Director since July 2020; Australian Army 1996 - Current, Brigadier since January 2023; Director General of Fuel Capability for Defence 2023-2024, Director General Estate Service Delivery for Defence since January 2025; Director, Army Amenities Fund Company 2014-2015.



PAUL SIMPSON PROFESSOR, FACPara

Qualifications: PhD (Public Health & Community Medicine), MScMed (Clinical Epidemiology), Graduate Certificate Clinical Education, Graduate Certificate Paediatric Emergencies, Bachelor Health Science (PrehospCare), Bachelor of Education (PD/H/PE), AdvDiploma Paramedicine Science.

Experience: ACP Director since October 2024; Paramedic and Intensive Care Paramedic 1996-present; Director Australian College of Ambulance Professionals (ACAP) 2011-2012; Associate Professor of Paramedicine 2013-present; Practitioner Member, Paramedicine Council of NSW 2022-present; Editor in Chief, Paramedicine 2021-present; Chair Australasian Council of Paramedicine Deans 2018-2022.



BILL LORD AM ADJUNCT PROFESSOR, LIFE MEMBER, FACPara

Qualifications: Bachelor of Health Science (PreHospCare), Master of Education (Adult Ed), PhD.

Experience: ACP Director since October 2020; ANZCP Director 2016-2017; Adjunct Professor, Department of Paramedicine, Monash University; Deputy Co-Chair Paramedicine Accreditation Committee, Ahpra.



MARTY NICHOLS ASM FACPara

Qualifications: Bachelor of Health Science (PreHospCare), Bachelor of Nursing, Bachelor of Laws, Graduate Certificate Aeromedical Retrieval, Graduate Certificate Acute Care Nursing, Graduate Certificate Clinical Education, Master of Health Science, MBA (Public Sector Mgt).

Experience: ACP Director since October 2019, Vice Chair 2020-2023; ANZCP Director 2013-2020, Chairman 2015-2020; NSWA Associate Director Clinical Practice, Intensive Care Paramedic & Critical Care Paramedic; Lecturer CSU 2015–2018; Ahpra Paramedic Accreditation Committee 2019-present.



KATE WORTHINGTON MACPara

Qualifications: Bachelor of Health Science (Paramedicine), Postgraduate Certificate (Advanced Resuscitation), Leadership Development Programme, Melbourne Business School.

Experience: ACP Director since October 2021; Head of Emergency Ambulance Operations, Chief Paramedic Advisor and Critical Care Paramedic, Wellington Free Ambulance.

FINANCIAL REPORT



I am pleased to present this financial report for the College for the year ending 30 June 2026.

The College recorded a net surplus of $72,809 for the 2025-2026 financial year, the second consecutive year of surplus, lifting total equity to $1,368,133. The result was achieved in a year of softer revenue, and reflects continued discipline in managing the College's cost base while sustaining investment in member services and in the digital infrastructure that will support them.

Finance Function

The College's financial performance is overseen by the Audit and Risk Management Committee, with day-to-day management led by the CEO and supported by an accountant and an external financial advisory firm. This structure ensures robust governance, financial oversight, and agility in responding to changing conditions.

Performance

Revenue from contracts with customers was $2,640,562, a decrease of $68,489 (2.5%) on the prior year, with lower conference income the principal driver. Total expenses were $2,653,484, an increase of just $15,562 (0.6%). Other income of $85,731, comprising interest, grant income and commissions, delivered the net surplus. Cash and cash equivalents closed at $1,846,466 and the College holds no debt.

Highlights from the Accounts

Membership Income: Membership income was $1,676,618, down $25,760 (1.5%), while membership numbers grew to 7,272 from 7,094, reflecting the College's decision to hold fees steady for a sixth consecutive year.

- Education Services: Income from education services rose by $12,514 (1.7%) to $733,084, with eLearning enrolments up approximately 20% on the prior year.
- Conference Income: Conference registrations and sponsorship were $218,890, down $63,432 (22.5%), reflecting a changed event mix and cost-of-living pressures on attendance and sponsorship. Conference costs fell in step, down $59,478 (21.5%) to $217,011.
- Employee Expenses: Employee costs were $1,826,874, an increase of $21,500 (1.2%), holding staffing costs close to flat in real terms.
- Investment in Advocacy and Research: Advocacy and research expenditure increased by $69,687 (52.0%) to $203,762, reflecting our ongoing commitment to advancing paramedicine and the evidence base underpinning it.
- Investment in Members: The College awarded $55,575 in education and research grants supporting member development and the profession's evidence base.
- Capital Investment: The College invested a further $53,968 in the website rebuild, eLearning and education program development, and purpose-built software during the year. Together with $60,300 of development costs carried forward from 2024-25, these completed projects were capitalised as intangible assets of $114,268, with amortisation commencing as each asset came into use.

Summary

The College's financial position as at 30 June 2026 shows total equity of $1,368,133, up from $1,295,324, and net assets of the same amount. The College remains in a sound financial position, with cash reserves sufficient to meet its obligations and to fund the digital transformation program now underway.

Angus Armour
Audit and Risk Management Committee Chair

PROFIT & LOSS STATEMENT

	2025/26
Revenue	
Advertising Revenue	$11,971
Conference Registrations and Sponsorship	$218,890
Education	$733,084
Membership Subscriptions	$1,676,618
Total Revenue	**$2,640,562**
Expenses	
Administrative and General	$62,492
Advocacy and Research	$203,762
Board and Committee	$64,348
Conference and Events	$217,011
Depreciation and Amortisation	$34,239
Education and Research Grants	$55,575
Employee Expenses	$1,826,874
Finance	$25,587
Insurance	$13,649
Marketing and Communications	$79,048
Member Education and Engagement	$40,228
Subscriptions and Memberships	$30,672
Total Expenses	**$2,653,484**
Other Income	**$85,731**
Net Profit	**$72,809**

NOTE: The layout of this Profit and Loss Statement is different from the formal audited accounts. Members can find more detail on the financial performance of the College in the Financial Statements 2026 document. Due to rounding, some figures may not add exactly to the totals presented.

Australasian College of Paramedicine

ANNUAL REPORT
PŪRONGA Ā TAU
2025–2026

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